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AUTHOR	Scheetz, L. Patrick; Klefstad, Scott
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ABSTRACT

This publication offers an estimated analysis of the employment supply and demand for 1992-93 associate, baccalaureate, masters, and doctoral graduates of Michigan colleges and universities. An opening section briefly outlines the methods and definitions used for the analysis, in particular noting that placement directors and academic planning counselors at Michigan colleges and universities evaluated the supply and demand situations for each academic program offered by their respective institutions. This section also briefly analyzes demographic and economic trends affecting the labor market including increases in the minority proportion of the labor force, estimated average salaries, and future trends creating job opportunities. The rest of the document contains four sections, one for each degree level. The lists group areas of specialization and degree granting according to their estimated demand in the job market: limited supply (adequately more positions than graduates), possible shortage (a few more positions than graduates), near-balanced supply (approximately as many positions as graduates), adequate supply (a few more graduates than positions), and surplus (many more graduates than positions). (JB)

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estimated SUPPLY & DEMAND

for MICHIGAN'S COLLEGE and UNIVERSITY GRADUATES 1992 and 1993

Prepared by
L. Patrick Scheetz, PhD
Director
Collegiate Employment Research Institute

Scott Klefstad
Research Assistant
Collegiate Employment Research Institute

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CAREER DEVELOPMENT and PLACEMENT SERVICES
Division of Student Affairs and Services

MICHIGAN STATE UNIVERSITY
MSU is an Affirmative Action/Equal Opportunity Institution

113 Student Services Building
East Lansing, MI 48824-1113
(517) 355-9510 ext. 361

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R.J. Amsterburg
West Shore Community College
Dale F. Austin
Hope College
Marcia Barnhart
Western Michigan University
Ted W. Brainard
Bay De Noc Community College
John A. Crusoe
Wayne State University
Denise Edwards
Montcalm Community College
Diane M. Fenby
Jackson Community College
Ivan J. Fende
Northern Michigan University
Paul T. Fenlon
Lake Superior State University
Barbara Filer
Michigan Technological University
Gordon Grimm
Northwestern Michigan College
Robert A. Large
Ferris State University
Janet Larose
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Suzanne Martin
University of Michigan - Flint
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Lansing Community College
Frank McCourt
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Grand Rapids Community College
Jean Pike
Schoolcraft College
Donald C. Petersen
University of Michigan
Judith C. Revard
Great Lakes Junior College
Shirley Reneau
University of Detroit - Mercy
John W. Verwolf
Calvin College
Lynne Zelenski
Michigan State University

An objective of the Collegiate Employment Research Institute is to publish materials that can be used by high school counselors, college placement officials, employers, and individuals when attempting to make education and career decisions. **Reproductions of any materials within this survey are encouraged**, with appropriate credits, of course.

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Estimated Supply and Demand
for Michigan's College and University Graduates
of 1992-93

Placement directors and career planning counselors at Michigan colleges and universities evaluated the supply and demand situation for each academic program offered by their respective institutions. An estimated analysis of the supply and demand position for 1992-93 graduates in each is provided. The rating scale for this analysis ranges from "limited supply" (adequately more positions than college graduates) to "surplus" (adequately more college graduates than positions). Although some degrees at the associate's, bachelor's, master's, and doctoral degree levels may appear very low in demand for today's job market, it is important to realize many provide an excellent entrance for furthering education at a higher level. The definitions for each rating are as follows:

Definitions

Limited Supply-Adequately more positions than college graduates.
Possible Shortage-A few more positions than college graduates.
Near-Balanced-Approximately as many positions as college graduates.
Adequate Supply-A few more college graduates than positions.
Surplus-Many more college graduates than positions.

Michigan State University's Recruiting Trends 1992-93 portrayed the current job market for new college graduates as "tight" for the fourth straight year. However, this year's college graduates will witness a smaller decline in employment opportunities when compared to the last three years. The 2.1% decrease in opportunities for 1992-93 graduates is considerably better than before. In 1991-92 the decline was 10%; 1990-91, 9.8%; and in 1989-90, 13.3% (Scheetz 1992).

When rating geographical regions of the country for job availability, employers responding to the Recruiting Trends survey expected employment opportunities for new college graduates to remain quite competitive in all geographical regions of the country. Job availability was expected to be somewhat better in the southeastern, northcentral, and southwestern regions of the United States. The more competitive job markets for new college graduates were expected in the southcentral, northwestern, and northeastern regions of the country (Scheetz 1992).

According to the Occupational Outlook Handbook, tomorrow's opportunities will focus primarily on population trends and racial/ethnic group composition. The labor force will decrease by ten percent by the year 2005 due to a declining population growth. The distribution of racial/ethnic groups within the labor force will also be altered by this date. According to statistics from

1990, 79 percent of the labor force was white, while African-Americans, Hispanics, and Asians/other ethnic groups constituted 11, eight, and three percent, respectively. By the year 2005, whites will maintain 73 percent of the labor force; African-Americans, 12 percent; Hispanics, 11 percent; and Asian/other ethnic groups, four percent.

The age distribution within the labor force will also be changing. Individuals between the ages of 35 and 54 will increase from 36 percent of the labor force to 48 percent.

Many of the job opportunities available into the next century will result from replacement needs. Employment in fields with small or no growth may still offer job availability because of replacement needs. Occupations with the largest numbers of replacements will generally be low paying and low status whereas occupations with relatively few replacements will deliver higher status, higher pay and require lengthier education and training. However, individuals who have donated several years to education or training may not always be marketable in another profession.

Earnings are expected to increase steadily for higher levels of education. The Occupational Outlook Quarterly reported for 1990 an average earning of $19,168 for an individual with fewer than four years of high school. A person possessing five or more years of college is expected to receive an average annual pay of $49,153.

The Follow-Up Report for 1990-91 which charts the success rate of Michigan State University graduating students reported an average salary for an individual with a bachelor's degree of $25,455; master's, $33,840; and doctoral degrees, $38,917. The bachelor's degree recipients witnessed a five percent salary increase from the previous year while master's and doctoral graduates received four and 7.7 percent, respectively (Career Development 1992).

Post-graduation status according to the Follow-Up Report listed bachelor's degree recipients as 61 percent employed; master's degree recipients, 68 percent; and doctoral graduates, 95 percent. Graduate school was also a factor with 21 percent of the bachelor's degree recipients attending; 19 percent of master's degree recipients; and 2 percent of doctoral or professional degree recipients (Career Development 1992).

Sources:

Career Development and Placement Services. 1992. Follow-Up Report 1990-91. East Lansing, MI.: Career Development and Placement Services, Michigan State University.

Occupational Outlook Quarterly. 1992 U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C. (Summer).

Scheetz, L. Patrick. 1992 Recruiting Trends 1992-93. East Lansing, MI: Collegiate Employment Research Institute, Michigan State University.

Estimated Supply and Demand for Michigan's College and University Graduates Of 1992-93

ASSOCIATE'S DEGREES

Limited Supply

Business and Office, General

Possible Shortage

Adult Education Administration
Business Data Processing
Clothing Production
Computer Technology
Computer Science
Computer Programming
Computer Engineering
Computer Applications
Corrections
Court Reporting
Data Processing
Dental Hygiene
Education, Foreign Languages
Electrical Engineering
Hotel/Motel Management
Industrial Engineering
Information Sciences and Systems
Landscape Architecture
Office Supervision and Management
Petroleum Technology
Physical Therapy Assisting
Physical Sciences
Plastic Technology
Practical Nursing
Quality Control Technology
Respiratory Therapy Technology
Respiratory Therapy
Secretarial, Executive
Secretarial, Legal
Secretarial, Medical
Stenographic
Surgical Technology
Teacher Aide
Tool and Die Making
Water and Wastewater Management
Word Processing

Near-Balanced Supply

Accounting/Bookkeeping
Accounting and Computing
Accounting
Aeronautical Technology
Agricultural Business and Management
Air Condition, Heating, Refrigeration Technology
Airplane Piloting and Navigation
Architectural Drafting
Architectural Design/Construction Technology
Architecture
Astrophysics
Audiology
Automotive Technology
Automotive Body Repair
Automotive Mechanics
Banking and Finance
Biological/Physical Sciences
Biology
Bookkeeping
Business Statistics
Business Data Entry Equipment
Business Administration and Management
Business Systems Analysis
Business Data Programming
Cardiopulmonary Technology
Carpentry
Chef/Cook
Chemistry, General
Child Development
Child Care Aide
Civil Engineering
Civil Technologies
Clerk Typist
Commercial Art
Communication Technologies
Construction Trades
Correctional Administration
Cosmetology
Criminal Justice
Dental Assisting
Diesel Engine Mechanics
Drafting Technology
Drafting/Design Technology
Electrical Equipment Repair
Electrician
Electromechanical Technology
Electronic Technology
Emergency Medical Technology
Emergency Medical Technology Paramedic
Engineering Technology
English, General
Fashion Merchandising
Financial Services and Marketing
Food Service
Foreign Languages, Multiple Emphasis
Funeral Services
Geology
Graphic Arts
Graphic/PrintingCommunication
Heavy Equipment Maintenance
Home Furnishings Aide
Illustration Design
Industrial Design

Industrial Management
Industrial Technology
Law Enforcement
Legal Assisting
Library and Archival Sciences
Life Sciences
Machine Tool Operation
Management Science
Manufacturing Technology
Marketing
Marketing Management
Mathematics, General
Mathematics Education
Meatcutting
Mechanical Engineering
Mechanical Drafting
Mechanical Design Technology
Mechanics and Repairs
Medical Records Technology
Medical Assisting
Medical Laboratory Technology
Medical Office Supply
Merchant Marine Officers
Metallurgical Technology
Nursing
Nursing Assistant
Occupational Therapy
Occupational Therapy, Assisting
Optometry
Physical Science
Physical Therapy
Physics
Radiograph Medical Technology
Real Estate Sales
Receptionist/Communication Operator
Restaurant Management
Retailing
Sales
Sanitation Technology
Science Education
Security Services
Small Business Management
Soil Sciences
Transportation and Materials Moving
Typing, General Office
Welding Technology
Welding/Brazing/Soldering

Adequate Supply

Agribusiness/Agricultural Production
Anthropology
Architectural Interior Design Technology
Audiology/Speech Pathology
Bible Studies
Business Computer Operation
Business/Personal Services Marketing
Business Education
Chemistry Technology
Clinical Pastoral Care
Communication Electronics
Crafts, General
Criminal Justice Administration
Dance
Diagnostic and Treatment Services
Dramatic Arts
Economics
Family Resource Management
Fine Arts, General
Fire Control/Safety Technology
Forestry and Related Sciences
French
German
Graphic Arts Technology
Graphic Design
History
Home Furnishings and Equipment
Home Economics
Humanities and Social Sciences
Industrial Arts Education
Industrial Equipment Maintenance
Interior Design
International Business Management
Journalism
Liberal Studies
Major Appliance Repair
Materials Handling
Medical Technology
Mental Health/Human Services Assisting
Music, Education
Occupational Safety/Health Technology
Oceanography
Office Products/Equipment Marketing
Personal Services
Personnel Management
Physical Education
Political Science/Government
Psychology
Public Policy Studies
Public Relations
Radio/TV Production, Broadcasting
Real Estate Appraisal
Renewable Natural Resources
Savings and Loan Marketing
Sheet Metal
Small Engine Repair
Social Sciences, General
Social Work, General
Sociology
Spanish
Speech, Debate, and Forensics
Tourism
Transportation and Travel Marketing
Woodworking

Surplus

Area Studies
Art History
Art Education
Banking Marketing
Instrumentation Technology
Mental Health/Human Services Technology
Music Theory and Composition
Music History and Appreciation
Optometric Technology
Painting
Philosophy and Religion
Photographic Technology

BACHELOR'S DEGREES

Limited Supply

Chemical Technology
Education of Emotionally Handicapped
Hotel/Motel Management
Industrial Engineering
Industrial Production Technology
Legal Assisting
Nursing, General
Radiograph Medical Technology
Trade and Industrial Supervision Management

Possible Shortage

Accounting
Architectural Design and Construction Technology
Banking and Finance
Bilingual/Bicultural Education
Biochemistry/Biophysics
Building Construction Management
Business Data Processing
Chemical Engineering
Community Services
Computer Science
Computer Engineering
Corrections
Court Reporting
Data Processing
Education for Physically Handicapped
Education, Reading
Education for Deaf/Hearing Impaired
Education for Mentally Handicapped
Electrical Engineering
Electrical/Electronic Technology
Electrical Engineering Technology
Engineering Science
Environmental and Health Engineering
Funeral Services
Geriatrics
Industrial Technology
Industrial Sales
Industrial Arts
Information Sciences and Systems
Insurance Marketing
Legal Secretarial
Management Information Systems
Management Science
Manufacturing Technology
Marketing
Materials Engineering
Mathematics Education
Mechanical/Related Technologies
Mechanical Engineering
Medical Laboratory Technology
Medical Assisting
Mental Health/Human Services
Metallurgical Engineering
Music Education, Vocal
Nuclear Engineering
Occupational Therapy
Office Supervision/Management
Operations Research
Petroleum Engineering
Physical Therapy
Plastics Technology
Product Management
Recreation Therapy
Science Education
Special Education, General
Special Learning Disabilities
Systems Engineering
Technical Education
Toxicology
Word Processing

Near-Balanced Supply

Adult Education
Advertising
Aeronautical Technology
Aerospace/Astronautical Engineering
Agribusiness/Agricultural Production
Agricultural Engineering
Agricultural Economics
Agricultural Business
Allied Health
Anthropology
Astrophysics
Automotive Technology
Biological/Physical Sciences
Biology
Business/Personal Services Marketing
Business Statistics
Business Systems Analysis
Business and Management
Business Administration and Management
Chemistry, General
Child Development/Care and Guidance
City/Community/Regional Planning
Civil Engineering
Clothing and Textiles
Communicative Technology
Criminal Justice
Criminology
Dietetics
Drafting and Technology
Drawing
Earth Science
Education, Junior High
Education for Visually Handicapped

Education, Marketing and Distribution
Electromechanical Technology
Emergency Medical Technology Ambulance
Energy Conservation and Use Technology
Energy, Power, and Transportation
Engineering Technology
English, Education
English, General
Executive Secretarial
Exercise Physiology
Family Resource Management
Farm and Ranch Management
Fashion Merchandising
Food Sciences
Food Distribution Management
Food Service
Foreign Language
Geological Engineering
Geriatric Services
Graphic Design
Graphic Arts Technology
Graphic Arts
Graphic/PrintingCommunication
Horticulture Science
Hospitality/RecreationMarketing
Illustration Design
Individual and Family Development
Industrial Arts Education
Industrial Design
Instrumentation Technology
Interior Design
Investments and Securities
Journalism
Labor/Industrial Relations
Landscape Architecture
Law Enforcement
Life Sciences
Marine Biology
Marine Engineering
Marketing Management
Marketing and Distribution
Mathematics, General
Medical Technology
Microbiology
Mining and Mineral Engineering
Music, Education
Music Therapy
Music Education, Instrumental
Nutrition
Occupational Safety/Health Technology
Organizational Behavior
Personnel Management
Physics
Physiology, Human and Animal
Public Administration
Public Relations
Real Estate Sales
Retailing
Russian and Slavic Languages
Russian
Sanitation Technology
Secondary Education
Security Services
Slavic Languages
Social Work, General
Speech Pathology/Audiology
Statistics
Student Counseling
Zoology

Adequate Supply

Agricultural Education
Agronomy
Animal Sciences, General
Area Studies
Art Education
Aviation Management
Biomedical Equipment Technology
Botany
Business Education
Business Economics
Clinical Health Sciences
Clothing Management
Communications
Consumer Education
Crafts
Dance
Design
Dramatic Arts
Driver/Safety Education
Economics
Education, Elementary
Entomology
Family Relations
Fiber/Textiles/Weaving
Fine Arts, General
Fire Control/Safety Technology
Fire Protection Administration
Firefighting
Fisheries and Wildlife
Forestry and Related Sciences
French
Geology
Geophysics and Seismology
German
Health Sciences
Health Education
Health Services
Hispanic-American Studies
History
Home Economics Education
Home Economics, General
Human Resources Development
International Business Management
Liberal Studies
Library Science
Medical Illustration
Metal/Jewelry
Multi/Interdisciplinary Studies
Music Performance
Parks and Recreation Management
Philosophy and Religion
Photography
Physical Sciences
Physical Education
Political Science/Government
Psychology
Radio/TV
Renewable Natural Resources
Sculpture
Social Psychology
Social Science, Education
Social Sciences, General
Sociology
Solar Heating/Cooling Technology
Spanish
Speech, Debate, and Forensics
Tourism
Urban Studies

Vehicle/Petroleum Marketing
Visual/Performing Arts

Surplus

African Studies
Afro-American Studies
American Studies
Arabic
Archeology
Asian Studies, General
Baltic Languages
Business Home Economics
Cinematography/Film
Conservation
Ecology
European Studies
Greek
Greek, Modern
Health Care Administration
Hebrew
Humanities and Social Sciences
Italian
Latin
Latin American Studies
Linguistics
Literature, English
Literature, American
Music Theory and Composition
Painting
Philosophy
Religion
Wildlife Management

MASTER'S DEGREES

Limited Supply

Allied Health, Other
Anesthesiology
Geological Engineering
Management Science
Maternal/Child Health
Medical Surgical
Metallurgical Engineering
Pharmacy
Psychiatric/Mental Health
Special Learning Disabilities
Speech Pathology/Audiology
Systems Engineering

Possible Shortage

Accounting
Analytical Chemistry
Banking and Finance
Bilingual/Bicultural Education
Chemical Engineering
Chemistry, General
Composition
Computer Engineering
Computer Science
Education/Visually Handicapped
Educational Media
Educational Testing/Evaluation
Electrical Engineering
Engineering Mechanics
Hotel/Motel Management
Inorganic Chemistry
Labor/Industrial Relations
Library/Archival Sciences
Library Science
Manufacturing Science
Marketing Management
Materials Engineering
Mathematics, General
Mathematics Education
Mechanical Engineering
Medical Technology
Microbiology
Music Education
Nuclear Engineering
Nursing, General
Occupational Therapy
Operations Research
Organic Chemistry
Pharmacology, Human and Animal
Physics
Public Health
Science Education
Social Work, General
Special Education, General
Taxation
Transportation Management

Near-Balanced Supply

Adult Education
Advertising
Aerospace/Astronautical Engineering
Agricultural Economics
Agricultural Engineering
Anthropology
Bacteriology
Biochemistry and Biophysics
Bioengineering/Biomedical Engineering
Biological/Physical Sciences
Biology
Biometrics/Biostatics
Business Administration and Management
Business Economics
City/Community/Regional Planning
Civil Engineering
Community College Education Administration
Criminal Justice Studies
Curriculum and Instruction
Earth Science
Education Administration
Educational Supervision
Elementary/Secondary Education Administration
English Education
English, General
Exercise Physiology
Experimental Psychology
Family Resource Management
Food Sciences
Foreign Language Education
Forestry and Related Sciences
Geophysics and Seismology
Higher Education Administration
Horticulture Science
Immunology
Individual and Family Development
Industrial/Organizational Psychology
Journalism
Marine Engineering
Mining and Mineral Engineering
Music Therapy
Organizational Behavior
Personnel Management
Public Relations
Public Administration
Reading Education
Russian
Statistics
Wildlife Management

Adequate Supply

Agribusiness/Agricultural Production
Agronomy
Area Studies
Art Education
Art History/Education
Botany
Business Education
Clinical Microbiology
Communications

Creative Writing
Dramatic Arts
Economics
Elementary Education
Family Relations
Fine Arts, General
French
Geography
Geology
German
Health Sciences
History
Home Economics, General
Humanities and Social Sciences
Interior Design
Liberal Studies
Linguistics
Music Performance
Parks and Recreation Management
Physical Education
Political Science/Government
Pre-Elementary Education
Psychology
Radio/TV
Religious Education
Renewable Natural Resources
School Psychology
Sculpture
Social Foundations
Social Sciences, General
Social Science Education
Sociology
Spanish
Teacher Education
Veterinary Medicine

Surplus

American Studies
Classics
Comparative Literature
Eastern European Studies
Greek
Italian
Latin
Painting
Philosophy

DOCTORAL DEGREES

Limited Supply

Analytical Chemistry
Anatomy
Applied Mathematics
Computer Science
Electrical Engineering
Forestry and Related Sciences
Geography
Immunology
Industrial Engineering
Industrial/Organizational Psychology
Inorganic Chemistry
Medicine, Human
Metallurgical Engineering
Organic Chemistry
Osteopathic Medicine
Pathology
Pharmacology, Human and Animal
Pharmacy
Psychology, Clinical
Speech Pathology/Audiology
Trade and Industrial Education

Possible Shortage

Accounting
Banking and Finance
Biochemistry and Biophysics
Business Administration and Management
Chemical Engineering
Chemistry, General
Computer Engineering
Dentistry
Educational Statistics and Research
Educational Media
Educational Testing and Evaluation
Engineering Mechanics
Experimental Psychology
Food Sciences
Law
Library/Archival Sciences
Materials Engineering
Mathematics Education
Mathematics, General
Mechanical Engineering
Microbiology
Nursing, General
Operations Research
Physical Chemistry
Physics
Physiological Psychology
Physiology, Human and Animal
Reading Education
School Psychology
Science Education
Social Psychology
Social Work, General
Special Education, General
Statistics
Systems Engineering
Technical Education
Transportation Management
Zoology

Near-Balanced Supply

Administration of Special Education
Aerospace/Astronautical Engineering
Agribusiness/Agricultural Production
Agricultural Economics
Agricultural Engineering
Agronomy
Anthropology
Bioengineering/Biomedical Engineering
Biology
Botany
Civil Engineering
Communications
Curriculum and Instruction
Developmental Psychology
Economics
Education Administration
English Education
English, General
Higher Education Administration
History
Horticulture Science
Industrial Arts Education
Marketing Management
Music Education
Parks and Recreation Management
Personnel Management
Political Science/Government
Public Administration
Renewable Natural Resources
Sociology
Student Counseling
Teacher Education
Veterinary Medicine
Wildlife Management

Adequate Supply

Dramatic Arts
Entomology
Geology
Musicology
Physical Education
Social Foundation

Surplus

Literature, English
Philosophy
Social Studies Education

The Collegiate Employment Research Institute was established by Michigan's Legislature in 1984. The Institute is charged with the task of examining issues on career development and employment for college graduates.

Various research projects are underway, including the study covered in this report, to provide information for use by career counselors, college placement officials, human resources administrators, and individuals when attempting to make career planning and job campaigning decisions.

If you have any questions about this study or any other Institute project, please contact a member of the Institute.

Vernicka K. Tyson
Acting Director
Career Development and Placement Services
(517) 355-9510 ext. 333

L. Patrick Scheetz, PhD
Director
Collegiate Employment Research Institute
Assistant Director
Career Development and Placement Services
(517) 355-9510 ext. 361

Philip D. Gardner, PhD
Research Administrator
Collegiate Employment Research Institute
(517) 355-9510 ext. 165

FAX: (517) 353-2597

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Collegiate Employment Research Institute

Career Development and Placement Services
113 Student Services Building
Michigan State University
East Lansing, MI 48824-1113

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